

**EEO Public File Report
Employment Unit ID 12134
Yolo County - West Sacramento, CA
FCC Year July 15, 2022 through July 14, 2023**

**Part-Time Vacancies Filled During Period: 4
Number of Full-Time Vacancies During Period: 21**

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
WAREH006936	Warehouse Technician	Astound Career Board - External and Internal	1	1
		Appcast	0	
		Indeed	1	
		Employee Referral	1	
		Company Vehicle Advertisement	0	
		Circa - General Outreach	0	
WAREH007042	Warehouse Technician	Indeed	4	
		Employee Referral	2	1
		Astound Career Board - External and Internal	0	
		Appcast	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
BROAD007015	Broadband Technician	Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Appcast	2	
		Indeed	0	
		Company Vehicle Advertisement	0	
		Employee Referral	1	1
BROAD007016	Broadband Technician	Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	2	
		Appcast	2	
		Indeed	2	1
		Company Vehicle Advertisement	0	
		Employee Referral	1	
		Astound Career Fair	1	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
			21	4

**FCC Annual Report
Unit 12134 - West Sacramento, CA
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2022 - July 14, 2023**

Source	Contact and Email	Address	Telephone	Entitled to Notifications
Astound Career Board - External and Internal	Adilene Scarborough Adilene.Scarborough@astound.com	3700 Monte Villa Parkway, Suite 200 Bothell, WA 98021	425.217.4000	No
Circa - AfricanAmericanHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - AllLGBTJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - AsianHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - VeteranJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DisabilityJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - LatinoJobs.org	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - OverFiftyJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No

Circa - NativeJobs.org	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WeHireWomen.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DiversityJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WorkSource WA Job Board	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - General Outreach	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - Outreach to Employment Security Department State (ESD)	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - LocalJobNetwork.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - CaliforniaJobNetwork	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - CaliforniaDiversity	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Indeed	Louis Rappaport	6433 Champion Grandview Way	646.58.6864	No

	rappaport@indeed.com Gabrielle Misitano gmisitano@indeed.com	Building 1 Austin, TX 78750	212.405.7744	
Company Vehicle Advertisement	Vanessa Perry vanessa.perry@astound.com Astound Broadband Company Vehicles have advertisements, they drive within each market. https://www.astound.com/about- us/careers/	650 College Rd E Suite 3100, Princeton, NJ 08540	609.452.2543	No
Social Media Outreach; Facebook, Twitter, Instagram	Julie Thomas julie.thomas@astound.com Rebecca Hornak rebecca.hornak@astound.com www.facebook.com	1 Hacker Way Menlo Park, CA 94025	650-308-7300	No
Appcast - BuyerAds Postings	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Cross Channel Advertising (TV Spot)	Vanessa Perry vanessa.perry@astound.com 15 second spots running on our cable channel line-up in each market		609.452.2543	No

Wave Division Holdings, LLC. dba Astound Broadband
Unit 12134 - West Sacramento, CA
FCC General Recruitment Report 76.1702(b)(3)
July 15, 2022 through July 14, 2023

Outreach Efforts	Sponsor	Date	Description
Employee Referral Program	Astound Broadband	Ongoing	Company referral program to incentivize employees to help identify candidates and support diversity in hiring. Astound has an online company learning resource, AskLexi, where we provide educational training courses that enable unit personnel the opportunity to acquire skills that could qualify them for higher level positions within the multichannel video programming distributor employment industry. Some offered trainings include, but are not limited to, career and employment development, Diversity Equity and Inclusion training, Equal Employment Opportunity training, personal/professional development, and skillsets in areas such as operations, technical, sale, leadership, business, safety/compliance, sales, product knowledge, etc. We supply employees with on-demand training modules available to foster career growth opportunities and provided the opportunity to participate in training based on development goals and interests, as well as assigned training based on the role within the organization.
AskLexi Learning Resource Program	Astound Broadband	Ongoing	Astound provided an Internship Program in 2023 where we provided numerous students the opportunity to intern and get exposure to the multichannel video programming distributor employment industry. During our internship program we offered training, education, resources, and working knowledge of the multichannel video programming distributor industry. We offered various industry positions such as Human Resources, Finance, Accounting, Information Technology (IT), Business, Marketing, Technical Operations, Training & Development, Sales, Data Analysis, Project Management, etc.
Internships	Astound Broadband	May - August 2023	Astound posts positions and general community outreach to our various company social media pages, such as Instagram, Twitter, LinkedIn, and more, that allows employees and those interested in career opportunities within the multichannel video programming distributor employment industry to share information, job postings, and general career opportunities.
Social Media Outreach	Astound Broadband	Ongoing	Astound designed ongoing mentoring programs with training to enable unit personnel to acquire skills that could qualify them for higher level positions within the multichannel video programming distributor employment industry. We supply employees with online and in-person training modules available to foster career growth opportunities. Some offered mentoring trainings include, but are not limited to, personal development, professional development, customer service, leadership, soft skills, technical, business, safety and compliance, sales, product knowledge, and more. Employees are assigned training based on the role within the organization, as well as opportunity to participate in training based on development goals.
Employee Training Program	Astound Broadband	Ongoing	Astound partners with Jones NCTI (National Cable Training Institute) to provide employees with various industry trainings and certification(s). The Jones NCTI's are designed to further grow employees into industry professionals by helping them attain skillsets and knowledge needed for the job at hand, for building future careers, and for pursuing skillsets within the multichannel video programming distributor industry. Courses and certifications provided are focused around Technical Operations, 5G & Wireless, Customer Care, Leadership, General Education, Master Installer, Service Technician, System Technician, Master Technician (Customer Premises and HFC Networks), and Senior Master Technician to name a few. Focusing on skillsets and knowledge on Fiber Testing, Fiber Maintenance, Fiber Activation, WiFi, Installation, Trouble-shooting, Voice and Data Networks, Broadband, Digital, Modems, Computers, Business Services, Advanced skills, and more depending on training.
NCTI Certification and Training Program	NCTI & Astound Broadband	Ongoing	Astound Broadband has company vehicles with advertisements, they drive within each market to increase brand awareness and career opportunities at Astound. https://www.astound.com/about-us/careers/
Company Vehicle Advertisements	Astound Broadband	Ongoing	Astound provides internal employees with a tuition reimbursement-scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications. We advertise this program to the general community and candidate pools.
Tuition Reimbursement Program	Astound Broadband	Ongoing	Partnered with ModelXExpand to provide training to Astound management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
ModelExpand x Astound Inclusive Hiring Training Series	ModelExpand & Astound Broadband	June 20, 22nd 27th, 2023	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool and outreach efforts.
Hosted Astound Virtual Career Fair	Astound Broadband	3/8/2023	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool and outreach efforts.
Hosted Astound Virtual Career Fair	Astound Broadband	10/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California Hispanic Chambers of Commerce	Circa on behalf of Astound Broadband	11/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Elk Grove Adult & Community Education	Circa on behalf of Astound Broadband	11/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Greater Sacramento Urban League	Circa on behalf of Astound Broadband	11/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Crossroads Diversified Services, Inc.	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to SAFE Foundation	Circa on behalf of Astound Broadband	11/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The ARC of Placer	Circa on behalf of Astound Broadband	11/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Woodland Branch	Circa on behalf of Astound Broadband	11/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Asian Resources	Circa on behalf of Astound Broadband	11/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to El Concilio - CalWORKs Lodi	Circa on behalf of Astound Broadband	11/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to NAACP - Sacramento	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mark Sanders America's Job Center of California	Circa on behalf of Astound Broadband	12/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Sacramento Works One Stop Career Center - Citrus Heights	Circa on behalf of Astound Broadband	12/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Bakersfield College - Veterans Resource Center	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Barstow Community College	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California State University - Los Angeles	Circa on behalf of Astound Broadband	11/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Cerritos College	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chaffey College	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Coastline Community College	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to College of the Redwoods	Circa on behalf of Astound Broadband	11/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Gavilan College	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Grossmont College	Circa on behalf of Astound Broadband	12/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Hope International University	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Humboldt State University	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

General outreach to Richmond Works Once Stop Carer Center	Circa on behalf of Astound Broadband	8/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Southern Oregon University	Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to TechSkills - Sacramento	Circa on behalf of Astound Broadband	7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Willamette Education Service District	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to American GI Forum - Santa Maria	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Benton County Veteran Services	Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Memorial Chapter 45	Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employment Development Department Workforce Services	Circa on behalf of Astound Broadband	7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Rubicon Programs	Circa on behalf of Astound Broadband	8/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Home Forward	Circa on behalf of Astound Broadband	9/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Immigrant and Refugee Community Organization (IRCO)	Circa on behalf of Astound Broadband	8/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Recovery Survival Network	Circa on behalf of Astound Broadband	8/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to TRICE Occupational Consulting Solutions, LLC	Circa on behalf of Astound Broadband	8/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Independent Living Resource Center San Francisco (.)	Circa on behalf of Astound Broadband	9/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Val Ogdén Center	Circa on behalf of Astound Broadband	9/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation	Circa on behalf of Astound Broadband	9/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Clackamas	Circa on behalf of Astound Broadband	8/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Portland Metropolitan Workforce Training Center - ..	Circa on behalf of Astound Broadband	7/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to University at Buffalo School of Management	Circa on behalf of Astound Broadband	8/7/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Maitri	Circa on behalf of Astound Broadband	8/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Modesto High School	Circa on behalf of Astound Broadband	9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Center for the Blind and Visually Impaired	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Horizons Unlimited	Circa on behalf of Astound Broadband	10/12/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Southwest Autism Research & Resource Center	Circa on behalf of Astound Broadband	10/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to UCP of Stanislaus County	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Bay Area Black Journalists Association	Circa on behalf of Astound Broadband	9/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Central Valley Opportunity Center (CVOOC)	Circa on behalf of Astound Broadband	9/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Southeast Asian Development Center	Circa on behalf of Astound Broadband	9/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Department of Rehabilitation	Circa on behalf of Astound Broadband	9/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Stanislaus County Workforce Development	Circa on behalf of Astound Broadband	9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Hastings College	Circa on behalf of Astound Broadband	9/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Klamath Community College	Circa on behalf of Astound Broadband	10/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Peter Johansen High School	Circa on behalf of Astound Broadband	9/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Yavapai College	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Delta Vet Center	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Joaquin County Veterans Services	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Tuolumne County Veterans Services	Circa on behalf of Astound Broadband	9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Oregon - Salem Center	Circa on behalf of Astound Broadband	9/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WISH (Women Involved in Software & Hardware)	Circa on behalf of Astound Broadband	9/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Alliance of People with disabilities - Redmond	Circa on behalf of Astound Broadband	10/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center For Administering Rehabilitation and Employment Services (CARES)	Circa on behalf of Astound Broadband	10/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Cascadia College Center for Culture, Inclusion, and Community	Circa on behalf of Astound Broadband	9/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Asian Counseling and Referral Service	Circa on behalf of Astound Broadband	12/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to CASA Latina	Circa on behalf of Astound Broadband	11/14/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chinese Information and Service Center	Circa on behalf of Astound Broadband	11/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Gonzaga University	Circa on behalf of Astound Broadband	9/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Society of American Military Engineers - San Francisco Post	Circa on behalf of Astound Broadband	7/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA Berkeley/Oakland	Circa on behalf of Astound Broadband	7/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mission Hiring Hall, Inc	Circa on behalf of Astound Broadband	7/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Renaissance Parents Of Success	Circa on behalf of Astound Broadband	7/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to East Bay Innovations	Circa on behalf of Astound Broadband	10/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Oregon Dept of Human Services Vocational Rehabilitation	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Partners In Careers	Circa on behalf of Astound Broadband	7/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to U.S. Department of Veterans Affairs - Portland Regional Office	Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California State University Fresno-Engineering School	Circa on behalf of Astound Broadband	7/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Foothill College	Circa on behalf of Astound Broadband	7/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Humphreys College - Stockton	Circa on behalf of Astound Broadband	8/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Saint Mary's College Of California	Circa on behalf of Astound Broadband	8/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to NPower	Circa on behalf of Astound Broadband	12/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Sacramento Hispanic Chamber of Commerce	Circa on behalf of Astound Broadband	5/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Joaquin Delta College	Circa on behalf of Astound Broadband	6/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Back 2 Work at Butte County Office of Education	Circa on behalf of Astound Broadband	2/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Solano Community College	Circa on behalf of Astound Broadband	5/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Salem For Refugees	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center For Independent Living, Inc.	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Computer Technologies Program	Circa on behalf of Astound Broadband	3/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Goodwill Industries of Seattle	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Independence Associates Center for Independent Living	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

General outreach to ESDS: DC	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to ESGR - Employer Support of the Guard and Reserve - Milford	Circa on behalf of Astound Broadband	7/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Guadalupe County Veterans Services	Circa on behalf of Astound Broadband	6/8/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Lacey Veterans Services Hub	Circa on behalf of Astound Broadband	6/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Luzerne County Veterans Affairs	Circa on behalf of Astound Broadband	6/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to North Shore Veterans Counseling Services, Inc	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to NYS Department of Labor - Lower Manhattan Workforce-One Career Center	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to PA CareerLink York County	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Southern Maryland Workforce Services - Veteran Services	Circa on behalf of Astound Broadband	6/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The American Legion	Circa on behalf of Astound Broadband	6/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The Career Place	Circa on behalf of Astound Broadband	6/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Veterans County Service Officers Association of Texas - Travis	Circa on behalf of Astound Broadband	6/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Washington DC VA Medical Center	Circa on behalf of Astound Broadband	6/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Workforce Solutions East Texas - Tyler	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Baker City	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Pullman	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Worksource Solutions - Rural Capital Area	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to DCCADV-DC Coalition Against Domestic Violence	Circa on behalf of Astound Broadband	5/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to National Council of Negro Women, Inc.	Circa on behalf of Astound Broadband	6/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The Black Woman's Agenda, Inc.	Circa on behalf of Astound Broadband	6/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The Garlertstein Gender Center	Circa on behalf of Astound Broadband	6/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA Northeastern Massachusetts	Circa on behalf of Astound Broadband	6/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to EDD Workforce Service - San Francisco	Circa on behalf of Astound Broadband	5/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Transition Projects	Circa on behalf of Astound Broadband	4/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Hack The Hood	Circa on behalf of Astound Broadband	4/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA Clark County	Circa on behalf of Astound Broadband	4/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Catholic Community Services	Circa on behalf of Astound Broadband	3/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to DESI/Job Corps - Washington Project Office	Circa on behalf of Astound Broadband	1/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Neighborhood House	Circa on behalf of Astound Broadband	2/24/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Refugee Resettlement Office	Circa on behalf of Astound Broadband	6/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Colville WorkSource Division of Vocational Rehabilitation	Circa on behalf of Astound Broadband	1/25/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employ America	Circa on behalf of Astound Broadband	5/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California State University Chico-Engineering School	Circa on behalf of Astound Broadband	4/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Compton College	Circa on behalf of Astound Broadband	5/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to USC Viterbi-School of Engineering	Circa on behalf of Astound Broadband	5/1/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California State University Chico - Student Veteran Organization	Circa on behalf of Astound Broadband	5/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Bremerton #5	Circa on behalf of Astound Broadband	2/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to HSWL San Pedro	Circa on behalf of Astound Broadband	1/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Soldier For Life - Transition Assistance Program - Fort Lewis	Circa on behalf of Astound Broadband	2/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to VA Greater Los Angeles Healthcare System	Circa on behalf of Astound Broadband	6/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WTS - Orange County Chapter	Circa on behalf of Astound Broadband	4/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Youth Center	Circa on behalf of Astound Broadband	7/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to National Council on Aging - Senior Community Service Employment Program (SCSEP)	Circa on behalf of Astound Broadband	6/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Upwardly Global - Chicago	Circa on behalf of Astound Broadband	6/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to SACNAS	Circa on behalf of Astound Broadband	7/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to SACNAS - San Jose City College Chapter	Circa on behalf of Astound Broadband	6/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Regional Center Of The East Bay	Circa on behalf of Astound Broadband	7/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Novato Branch	Circa on behalf of Astound Broadband	6/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Merritt College	Circa on behalf of Astound Broadband	6/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mills College	Circa on behalf of Astound Broadband	7/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Notre Dame de Namur University	Circa on behalf of Astound Broadband	5/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Mateo County California - Veterans Services	Circa on behalf of Astound Broadband	5/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Asian Women's Shelter	Circa on behalf of Astound Broadband	6/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Worksystems	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Per Scholas	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Unitek College	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center on Juvenile and Criminal Justice	Circa on behalf of Astound Broadband	3/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Enterprise for Youth	Circa on behalf of Astound Broadband	3/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Gilroy Chamber of Commerce	Circa on behalf of Astound Broadband	3/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Treasure Island Homeless Development Initiative	Circa on behalf of Astound Broadband	5/8/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vietnamese American Council	Circa on behalf of Astound Broadband	3/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to International Rescue Committee	Circa on behalf of Astound Broadband	3/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to ProjectHIREd	Circa on behalf of Astound Broadband	3/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Silicon Valley Independent Living Center	Circa on behalf of Astound Broadband	4/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation-Greater East Bay District	Circa on behalf of Astound Broadband	5/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Billy DeFrank LGBT Community Center	Circa on behalf of Astound Broadband	4/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Japanese Cultural and Community Center of Northern California	Circa on behalf of Astound Broadband	5/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

General outreach to North San Jose America's Job Center of California	Circa on behalf of Astound Broadband	3/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Work 2 Future Youth Training Center	Circa on behalf of Astound Broadband	3/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to AMERICAN GI FORUM-SANTA CLARA COUNTY VETERANS	Circa on behalf of Astound Broadband	5/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Organization of Chinese American Women - California	Circa on behalf of Astound Broadband	3/26/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA Watsonville	Circa on behalf of Astound Broadband	3/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to CEO Food Pantry (Hazleton/Wilkes Barre/Tunkhannock)	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Supportive Living Systems, Inc.	Circa on behalf of Astound Broadband	4/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Elmhurst Chamber of Commerce and Industry	Circa on behalf of Astound Broadband	3/22/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Hull House Assn Neighbor	Circa on behalf of Astound Broadband	4/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to James Lee Community Center	Circa on behalf of Astound Broadband	3/24/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Partners In Progress	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Woodlawn Employment Center	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Albany Park Community Center	Circa on behalf of Astound Broadband	3/25/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Keystone Community Resources HQ	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Managed Care Network	Circa on behalf of Astound Broadband	3/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Worcester Office	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Work Opportunities Unlimited - Worcester	Circa on behalf of Astound Broadband	3/25/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Centro Romero	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Coalition of Latinx Student Organizations	Circa on behalf of Astound Broadband	3/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to United Neighborhood Centers of NEPA	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Near West American Job Center	Circa on behalf of Astound Broadband	4/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Trinity International University	Circa on behalf of Astound Broadband	4/8/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Cedar Bluff VEC Field Office	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chautauqua Works One-Stop	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Connect Vets	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Fitchburg #30	Circa on behalf of Astound Broadband	4/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - J H Patton Chapter #6	Circa on behalf of Astound Broadband	3/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to El Centro East One-Stop Business & Employment Services	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Garrett County One-Stop Job Center	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Lackawanna County Veterans Affairs	Circa on behalf of Astound Broadband	3/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Newton One Stop Career Center	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to North Suburban Cook County American Job Center	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to PA CareerLink Mercer County	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Sullivan County Veterans Affairs	Circa on behalf of Astound Broadband	3/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Workforce Solutions Texoma	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Crossroads at Park Place, Inc.	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Houston Area Urban League	Circa on behalf of Astound Broadband	3/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Marcy-Newberry Association, Inc. - Job Training & Placement	Circa on behalf of Astound Broadband	3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Northwell Health -Vocational Rehabilitation Program	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Renewed Innovations	Circa on behalf of Astound Broadband	3/22/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Best Buddies - Illinois	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Fedcap Rehabilitation Services	Circa on behalf of Astound Broadband	3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Helping Hand Center	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Corazon Community Services	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Dominican Women's Development Center	Circa on behalf of Astound Broadband	3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Union County College	Circa on behalf of Astound Broadband	3/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - A G Tricentennial Chapter 84	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Fort Belvoir Warrior Transition Battalion	Circa on behalf of Astound Broadband	3/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to IDES - Veteran Intensive Services Coordinator	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Boys & Girls Aid	Circa on behalf of Astound Broadband	5/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Matt Dishman Community Center	Circa on behalf of Astound Broadband	5/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Goodwill Industries Job Connection - Portland	Circa on behalf of Astound Broadband	5/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Incight	Circa on behalf of Astound Broadband	4/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Ozie Boler Chapter 21	Circa on behalf of Astound Broadband	4/25/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Washington County Veteran Services	Circa on behalf of Astound Broadband	5/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

Amend

Print



EEO Form 396-C

File No.: CBL0010355

Filing Status: **Ready for Review**

12134

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0015637911

Filing Year

2023

Employment Unit ID (EUID)

12134

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

WAVEDIVISION VI, LLC

Operator Address 1

3700 Monte Villa Parkway

Operator City

BOTHELL

Operator state

CA

Operator Zip Code

98021

State of Employment Office

CA

County of Employment Office

Yolo

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS) Required

false

Category of Respondent

Six (6) or more full-time employees during the selected reporting period

Reporting Period Start Date

2022-07-15

Reporting Period End Date

2023-07-14

Section II - Community Information

PSID

Communities

020330

CA0543, CA0623, CA0936, CA1629, CA1191,
CA1192

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Analyzed the results of efforts to recruit hire promote and use services

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

Exhibit 3 (Optional)

West Sacramento, CA Unit 12134 - FCC 2023.xlsx

FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Exhibit 3 (Optional)

West Sacramento, CA Unit 12134 - FCC 2023.xlsx

Certifications

I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Certifier Information

Certifying Official Name and Signature

Amy Atkins

Certifying Official Title

VP Human Resources

Certifying Official Phone

903-805-5855

Certifying Official Email

amy.atkins@astound.com

Certifying Date Signed

2023-09-28